

Presidential Documents

Title 3—The President

EXECUTIVE ORDER 11576

Adjusting Rates of Pay for Certain Statutory Pay Systems

By virtue of the authority vested in me by subchapter I of chapter 53 of title 5 of the United States Code, as amended by the Federal Pay Comparability Act of 1970, and section 3(c) of that Act, it is hereby ordered as follows:

General Schedule

SECTION 1. The rates of basic pay in the General Schedule contained in section 5332(a) of title 5 of the United States Code are adjusted as follows:

"Grade"	"Annual rates and steps"									
	1	2	3	4	5	6	7	8	9	10
GS-1	\$4,326	\$4,470	\$4,614	\$4,758	\$4,902	\$5,046	\$5,190	\$5,334	\$5,478	\$5,622
GS-2	4,897	5,060	5,223	5,386	5,549	5,712	5,875	6,038	6,201	6,364
GS-3	5,524	5,708	5,892	6,076	6,260	6,444	6,628	6,812	6,996	7,180
GS-4	6,202	6,400	6,598	6,796	6,994	7,192	7,390	7,588	7,786	7,984
GS-5	6,938	7,160	7,382	7,604	7,826	8,048	8,270	8,492	8,714	8,936
GS-6	7,727	7,985	8,243	8,501	8,759	9,017	9,275	9,533	9,791	10,049
GS-7	8,582	8,863	9,144	9,425	9,706	9,987	10,268	10,549	10,830	11,111
GS-8	9,493	9,809	10,125	10,441	10,757	11,073	11,389	11,705	12,021	12,337
GS-9	10,470	10,819	11,168	11,517	11,866	12,215	12,564	12,913	13,262	13,611
GS-10	11,517	11,901	12,285	12,669	13,053	13,437	13,821	14,205	14,589	14,973
GS-11	12,646	13,066	13,487	13,907	14,328	14,748	15,168	15,588	16,008	16,428
GS-12	13,861	14,316	14,771	15,226	15,681	16,136	16,591	17,046	17,501	17,956
GS-13	15,171	15,661	16,151	16,641	17,131	17,621	18,111	18,601	19,091	19,581
GS-14	16,576	17,101	17,626	18,151	18,676	19,201	19,726	20,251	20,776	21,301
GS-15	18,081	18,641	19,201	19,761	20,321	20,881	21,441	22,001	22,561	23,121
GS-16	19,686	20,286	20,886	21,486	22,086	22,686	23,286	23,886	24,486	25,086
GS-17	21,291	21,921	22,551	23,181	23,811	24,441	25,071	25,701	26,331	26,961
GS-18	22,896	23,566	24,236	24,906	25,576	26,246	26,916	27,586	28,256	28,926

*The rate of basic pay for employees at these rates is limited by section 5308 of title 5 of the United States Code, as added by the Federal Pay Comparability Act of 1970, to the rate for level V of the Executive Schedule (as of the effective date of this salary adjustment, \$36,000).

Schedules for the Department of Medicine and Surgery of the Veterans' Administration

SEC. 2. The schedules contained in section 4107 of title 38 of the United States Code, for certain positions within the Department of Medicine and Surgery of the Veterans' Administration, are adjusted as follows:

"Section 4103 Schedule

- *Assistant Chief Medical Director, \$37,624*.
- *Medical Director, \$32,546 minimum to \$36,836 maximum*.
- *Director of Nursing Service, \$24,251 minimum to \$31,523 maximum.
- *Director of Chaplain Service, \$24,251 minimum to \$31,523 maximum.
- *Chief Pharmacist, \$24,251 minimum to \$31,523 maximum.
- *Chief Dietitian, \$24,251 minimum to \$31,523 maximum.

*The salary for employees at these rates is limited by section 5308 of title 5 of the United States Code, as added by the Federal Pay Comparability Act of 1970, to the rate for level V of the Executive Schedule (as of the effective date of this salary adjustment, \$36,000).

THE PRESIDENT

"Physician and Dentist Schedule"

"Director grade, \$28,129 minimum to \$35,633 maximum.
 "Executive grade, \$26,143 minimum to \$33,962 maximum.
 "Chief grade, \$24,251 minimum to \$31,523 maximum.
 "Senior grade, \$20,815 minimum to \$27,061 maximum.
 "Intermediate grade, \$17,761 minimum to \$23,069 maximum.
 "Full grade, \$15,040 minimum to \$19,549 maximum.
 "Associate grade, \$12,615 minimum to \$16,404 maximum.

"Nurse Schedule"

"Assistant Director grade, \$20,815 minimum to \$27,061 maximum.
 "Chief grade, \$17,761 minimum to \$23,069 maximum.
 "Senior grade, \$15,040 minimum to \$19,549 maximum.
 "Intermediate grade, \$12,615 minimum to \$16,404 maximum.
 "Full grade, \$10,470 minimum to \$13,511 maximum.
 "Associate grade, \$9,026 minimum to \$11,735 maximum.
 "Junior grade, \$7,727 minimum to \$10,040 maximum."

Foreign Service Schedules

Sec. 3.(a) The per annum salaries of Foreign Service officers in the schedule contained in section 412 of the Foreign Service Act of 1946, as amended (22 U.S.C. 867), are adjusted as follows:

"Class 1.....	\$35,617	\$36,801*	\$37,624*						
Class 2.....	27,935	28,866	29,797	\$30,728	\$31,659	\$32,590	\$33,521		
Class 3.....	22,635	23,573	24,511	24,349	25,087	25,825	26,563		
Class 4.....	17,761	18,353	18,945	19,537	20,129	20,721	21,313		
Class 5.....	14,432	14,913	15,394	15,875	16,356	16,837	17,318		
Class 6.....	11,918	12,315	12,712	13,109	13,506	13,903	14,300		
Class 7.....	10,014	10,343	10,672	11,001	11,330	11,659	11,988		
Class 8.....	8,632	8,808	9,184	9,460	9,736	10,012	10,288		

"*The salary for employees at these rates is limited by section 5308 of title 5 of the United States Code, as added by the Federal Pay Comparability Act of 1970, to the rate for level V of the Executive Schedule (as of the effective date of this salary adjustment, \$36,940)."

(b) The per annum salaries of staff officers and employees in the schedule contained in section 415 of the Foreign Service Act of 1946, as amended (22 U.S.C. 870(a)), are adjusted as follows:

"Class 1.....	\$28,125	\$28,673	\$29,221	\$29,769	\$30,317	\$30,865	\$31,413	\$31,961	\$32,509	\$33,057
Class 2.....	17,761	18,353	18,945	19,537	20,129	20,721	21,313	21,905	22,497	23,089
Class 3.....	14,432	14,913	15,394	15,875	16,356	16,837	17,318	17,799	18,280	18,761
Class 4.....	11,918	12,315	12,712	13,109	13,506	13,903	14,300	14,697	15,094	15,491
Class 5.....	10,092	10,493	10,894	11,295	11,696	12,097	12,498	12,899	13,300	13,701
Class 6.....	9,587	9,987	10,387	10,788	11,189	11,590	11,991	12,392	12,793	13,194
Class 7.....	8,583	8,885	9,187	9,489	9,791	10,093	10,395	10,697	10,999	11,301
Class 8.....	7,712	7,969	8,226	8,483	8,740	8,997	9,254	9,511	9,768	10,025
Class 9.....	6,915	7,166	7,417	7,668	7,919	8,170	8,421	8,672	8,923	9,174
Class 10.....	6,292	6,499	6,706	6,913	7,120	7,327	7,534	7,741	7,948	8,155

Conversion Rates

Sec. 4. The agencies hereinafter designated shall prescribe such rules as may be necessary to convert the rates of basic pay or salaries of officers and employees to the rates prescribed in this order:

- (1) General Schedule, the Civil Service Commission;
- (2) Schedules for the Department of Medicine and Surgery of the Veterans' Administration; the Veterans' Administration;
- (3) Foreign Service schedules, the Department of State.

Effective Date

Sec. 5. This order shall take effect on or after the first day of the first applicable pay period beginning on or after January 1, 1971.

Richard M. Nixon

THE WHITE HOUSE,

January 8, 1971.

THE PRESIDENT

EXECUTIVE ORDER 11577

Adjusting the Rates of Monthly Basic Pay for Members of the Uniformed Services

By virtue of the authority vested in me by the laws of the United States, including the Act of December 16, 1967, and the Federal Pay Comparability Act of 1970, and as President of the United States and Commander in Chief of the Armed Forces of the United States, it is hereby ordered as follows:

SECTION 1. The rates of monthly basic pay for members of the uniformed services within each pay grade are adjusted upwards as set forth in the following tables:

COMMISSIONED OFFICERS

Pay Grade	Years of service computed under section 205			
	2 or less	Over 2	Over 3	Over 4
O-10 ¹	\$2,185.80	\$2,185.80	\$2,185.80	\$2,185.80
O-9	1,871.20	1,871.20	1,871.20	1,871.20
O-8	1,604.20	1,604.20	1,604.20	1,604.20
O-7	1,421.90	1,421.90	1,421.90	1,421.90
O-6	1,230.30	1,230.30	1,230.30	1,230.30
O-5	1,047.90	1,047.90	1,047.90	1,047.90
O-4	864.90	864.90	864.90	864.90
O-3 ²	773.10	773.10	773.10	773.10
O-2 ²	622.80	622.80	622.80	622.80
O-1 ²	450.60	450.60	450.60	450.60

COMMISSIONED OFFICERS

Pay Grade	Years of service computed under section 205			
	Over 6	Over 8	Over 10	Over 12
O-10 ¹	\$2,185.80	\$2,209.50	\$2,209.50	\$2,443.50
O-9	1,871.20	2,011.20	2,011.20	2,094.60
O-8	1,604.20	1,920.60	1,920.60	2,011.20
O-7	1,421.90	1,571.70	1,571.70	1,662.60
O-6	1,230.30	1,221.90	1,221.90	1,221.90
O-5	1,047.90	1,047.90	1,047.90	1,137.90
O-4	864.90	864.90	1,038.30	1,037.90
O-3 ²	773.10	773.10	773.10	1,038.30
O-2 ²	622.80	622.80	622.80	789.30
O-1 ²	450.60	450.60	450.60	622.80

COMMISSIONED OFFICERS

Pay Grade	Years of service computed under section 205			
	Over 14	Over 16	Over 18	Over 20
O-10 ¹	\$2,443.50	\$2,618.40	\$2,618.40	\$2,793.30
O-9	2,094.60	2,269.50	2,269.50	2,443.50
O-8	2,011.20	2,094.60	2,185.80	2,269.50
O-7	1,745.70	1,920.60	2,052.60	2,052.60
O-6	1,571.70	1,421.90	1,537.80	1,571.70
O-5	1,230.30	1,304.70	1,379.70	1,421.90
O-4	1,047.90	1,137.90	1,230.30	1,230.30
O-3 ²	1,063.80	1,063.80	1,063.80	1,063.80
O-2 ²	789.30	789.30	789.30	789.30
O-1 ²	622.80	622.80	622.80	622.80

COMMISSIONED OFFICERS

Pay Grade	Years of Service computed under section 205		
	Over 22	Over 26	Over 30
O-10 ¹	\$2,793.30	\$2,967.60	\$2,967.60
O-9	2,443.50	2,618.40	2,618.40
O-8	2,269.50	2,361.00	2,361.00
O-7	2,052.60	2,052.60	2,052.60
O-6	1,803.30	1,803.30	1,803.30
O-5	1,471.20	1,471.20	1,471.20
O-4	1,230.30	1,230.30	1,230.30
O-3 ²	1,063.80	1,063.80	1,063.80
O-2 ²	789.30	789.30	789.30
O-1 ²	622.80	622.80	622.80

¹ While serving as Chairman of the Joint Chiefs of Staff, Chief of Staff of the Army, Chief of Staff of the Navy, Chief of Staff of the Air Force, or Commandant of the Marine Corps, basic pay for this grade is \$3,000.00 regardless of cumulative years of service computed under section 205 of this title.

² Does not apply to commissioned officers who have been credited with over 4 years' active service as enlisted members.

THE PRESIDENT

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 COMMISSIONED OFFICERS WHO HAVE BEEN CREDITED WITH OVER 4 YEARS' ACTIVE SERVICE AS ENLISTED MEMBERS

Pay Grade	Years of service computed under section 205				
	Over 4	Over 6	Over 8	Over 10	Over 12
O-3.....	\$364.00	\$390.00	\$338.70	\$323.10	\$1,028.50
O-2.....	773.10	789.50	813.20	850.50	890.50
O-1.....	532.80	655.10	890.00	714.00	733.49

COMMISSIONED OFFICERS WHO HAVE BEEN CREDITED WITH OVER 4 YEARS' ACTIVE SERVICE AS ENLISTED MEMBERS

Pay Grade	Years of service computed under section 205				
	Over 14	Over 16	Over 18	Over 20	Over 22
O-3.....	\$1,080.30	\$1,080.30	\$1,080.30	\$1,080.30	\$1,080.30
O-2.....	914.40	914.40	914.40	914.40	914.40
O-1.....	773.10	773.10	773.10	773.10	773.10

COMMISSIONED OFFICERS WHO HAVE BEEN CREDITED WITH OVER 4 YEARS' ACTIVE SERVICE AS ENLISTED MEMBERS

Pay Grade	Years of service computed under section 205	
	Over 26	Over 28
O-3.....	\$1,080.30	\$1,080.30
O-2.....	914.40	914.40
O-1.....	773.10	773.10

WARRANT OFFICERS

Pay Grade	Years of service computed under section 205				
	2 or less	Over 2	Over 3	Over 4	Over 6
W-4.....	\$650.30	\$714.00	\$714.00	\$734.10	\$764.49
W-3.....	605.70	657.00	657.00	665.10	675.20
W-2.....	530.40	573.60	573.60	590.40	622.29
W-1.....	414.90	597.00	597.00	519.00	573.69

WARRANT OFFICERS

Pay Grade	Years of service computed under section 205				
	Over 8	Over 10	Over 12	Over 14	Over 16
W-4.....	\$798.00	\$831.00	\$839.80	\$839.60	\$865.09
W-3.....	722.40	784.40	789.30	814.23	825.56
W-2.....	657.00	681.90	700.50	751.10	756.09
W-1.....	595.50	622.80	648.30	673.20	684.10

WARRANT OFFICERS

Pay Grade	Years of service computed under section 205				
	Over 18	Over 20	Over 22	Over 26	Over 28
W-4.....	\$989.10	\$1,022.10	\$1,050.00	\$1,137.00	\$1,137.00
W-3.....	854.00	867.00	890.00	953.00	963.00
W-2.....	781.20	806.10	838.80	838.50	838.50
W-1.....	722.40	748.20	748.20	748.20	748.20

ENLISTED MEMBERS

Pay Grade	Years of service computed under section 205				
	2 or less	Over 2	Over 3	Over 4	Over 6
E-9 1.....					
E-8.....					
E-7.....	\$338.00	\$378.50	\$433.20	\$378.00	\$511.20
E-6.....	314.10	317.00	436.00	453.00	470.40
E-5.....	277.00	353.00	353.70	430.53	426.00
E-4.....	273.00	312.00	350.00	350.70	374.00
E-3.....	234.50	262.00	289.70	287.50	287.50
E-2.....	191.10	255.50	288.50	283.50	283.50
E-1.....	154.00	191.70	191.00	191.70	191.70
E-1 (Under 4 months).....	154.00				

ENLISTED MEMBERS

Pay Grade	Years of service computed under section 205				
	Over 8	Over 10	Over 12	Over 14	Over 16
SG-1		\$716.90	\$774.30	\$792.00	\$849.70
SG-2	\$635.10	652.80	670.20	687.00	703.50
SG-3	553.10	569.50	583.50	599.00	615.70
SG-4	471.00	485.20	501.30	518.10	535.60
SG-5	389.00	401.70	418.50	437.50	457.00
SG-6	307.10	317.40	327.40	337.40	347.40
SG-7	287.40	287.40	287.40	287.40	287.40
SG-8	268.80	268.80	268.80	268.80	268.80
SG-9	191.10	191.10	191.10	191.10	191.10

ENLISTED MEMBERS

Pay Grade	Years of service computed under section 205				
	Over 18	Over 20	Over 22	Over 24	Over 30
SG-1	\$827.70	\$843.90	\$868.60	\$975.00	\$975.00
SG-2	722.10	740.10	763.00	870.90	870.90
SG-3	634.10	652.80	666.60	783.00	783.00
SG-4	544.50	574.50	574.50	574.50	574.50
SG-5	457.50	487.50	487.50	487.50	487.50
SG-6	374.40	374.40	374.40	374.40	374.40
SG-7	287.40	287.40	287.40	287.40	287.40
SG-8	208.80	208.80	208.80	208.80	208.80
SG-9	191.10	191.10	191.10	191.10	191.10

¹ While serving as Sergeant Major of the Army, Master Chief Petty Officer of the Navy, Chief Master Sergeant of the Air Force, or Sergeant Major of the Marine Corps basic pay for this grade is \$1,185.00 regardless of cumulative years of service computed under section 205 of this title.

SEC. 2. This order shall take effect January 1, 1971.

Richard Nixon

THE WHITE HOUSE,
January 8, 1971.

[FR Doc.71-467 Filed 1-11-71;10:52 am]

THE FEDERAL SP



Pay See

Unless the unexpected happens, the pending government salary legislation apparently isn't going anywhere this year.

Of course, this forecast should be hastily amended to say that it is fool-hardy ever to predict flatly what Congress will or will not do.

There could be some unexpected resurgence on the part of the salary measure. But Congress seems lethargic about the bill, even though it has a chance of being approved by the House.

Even if it should win congressional approval this year, the bill in its present form faces a veto by President Nixon.

The legislation provides for pay raises for federal classified and postal workers next Jan. 1 based on latest Bureau of Labor Statistics figures. Although no one knows what the BLS industry comparability pay figures would be, it's pretty safe to assume the pay increase would be at least 6 or 7 percent.

In addition, postal workers this October would get a two-step pay increase and their automatic in-grade pay raises would be speeded starting next July.

The bill also would set up a semi-automatic annual pay adjustment system for federal classified and postal workers starting next January, complete with a pay arbitration board system.

The administration soon will send up its own proposal for salary legislation. It would not

provide for any federal classified or postal employee pay raise until next July, with another increase Jan. 1, 1971, and each January thereafter. There would be an advisory board setup to advise the President and the Civil Service Commission on pay adjustments, but the final decision on pay recommendations to be sent to Congress would be the President's alone. The Congress would have veto power to approve or disapprove the President's recommendations within 30 days.

The lack of enthusiasm on the part of Congress for the government salary bill approved by the House Civil Service Committee was indicated when the Senate Civil Service Committee held a hearing on the legislation yesterday.

Only a one-day hearing was scheduled in order to hear postal employee union leaders, with indications that it would be quite a while before the hearings resumed.

The senators were properly complimentary toward letter carriers and postal clerks and other postal workers and said it was a shame that they didn't get more money. But no one indicated any burning desire to take on the fight for additional pay raises at this time.

One can always sense when a congressional committee means business or when it is merely going through the motions. Unfortunately, the latter was the case yesterday.

ANNUITY RISE — Federal retirees and their survivors will get a 4 percent increase effective Nov. 1, to be reflected in their annuity checks Dec. 1. This was made official yesterday when official Labor Department price index figures rose .4 of 1 percent, making a total 4 percent increase since the last federal annuity adjustment.

The 4 percent annuity increase will be raised to 5 percent if, as expected, the civil service retirement bill becomes law before Nov. 1. This legislation provides for an added 1 percent annuity rise whenever annuities are automatically adjusted on the basis of price index increases.

On this assumption, the 5 percent increase also would apply to present government workers who retire before Nov. 1. They would also receive the benefit of the computation of annuities on a high-three-year average salary plus credit for unused sick leave for greater length of service, which would amount to about a 10 percent increase in annuities. This, plus the 5 percent price index adjustment, would come to about 15 percent for present employees who retire before Nov. 1.

Employees keep asking if the sick leave credit also would boost their high-three-year salary average. It would not. The sick leave credit only increases the total length of service an employee has.

Also, the present computation rate remains the same—1½ percent for the first five years of service, 1¼ percent for the next five years and 2 percent for all years in excess of 10.

* * * * *

CAPITAL ROUNDUP—The League of Federal Recreation Associations still has openings for its 15-day trip to Hawaii, Las Vegas and San Francisco starting Nov. 1. The all-expense trip is \$446. Write to the group at 927 15th St. NW, Washington, D.C. 20005. . . . A luncheon meeting of the Veterans Administration alumni club will be held at 12:30 p.m. Oct. 9 at the Charcoal Hearth, 2001 Wisconsin Ave. NW. The speaker will be VA Deputy Administrator Fred Rhodes. . . . Labor Secretary George Shultz at virtually the last minute canceled his speech, scheduled for the Society for Personnel Administration luncheon tomorrow at the Presidential Arms, on the forthcoming presidential executive order on labor-management in government. Shultz pleaded the pressure of other business. Speaking in his place will be Asst. Secretary of Labor Jerome Rosow.